

DEVELOPMENT BANK OF THE PHILIPPINES (DBP)

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
DEVELOPMENT IMPACT	SO 1	Support the National Government in its effort towards building a stronger and more resilient Philippine economy, particularly through broader financial inclusion and sustainable infrastructure development							
	SM 1	Increase in Total Loans Portfolio ¹	Outstanding Loan Amount	15%	(Actual / Target) x Weight	₱469.40 Billion	N/A	₱560 Billion	₱547 Billion
	SM 2	Percentage of Countryside Reach	% of municipalities/cities in the countryside with DBP branches, branch lite units, ATMs, loans, and/or NBFIs-partners	15%	(Actual / Target) x Weight	60.10%	59.08%	80%	90% ²
		Sub-total		30%					
FINANCE	SO 2	Strengthen the Bank's financial structure to support its growth and countryside expansion mission							
	SM 3	Increase in Total CASA Deposits	Sum of all Demand Deposits (CA) and Regular Savings Deposit (SA)	15%	(Actual / Target) x Weight	₱298.300 Billion	₱323.88 Billion	₱331.8 Billion	₱375.96 Billion

¹ For Monitoring only: (a) Total Loan Portfolio for Infrastructure and Logistics; (b) TLP for Social Infrastructure; (c) TLP for MSMEs, and (d) TLP for Environmental Loans. Breakdown of Loans Portfolio is Loans-to-borrowers is ₱524B, Salary Loans is ₱8.0B and SAG ₱15.0B.

² Urbanization Level Report based on the 2020 Census of Population and Housing (CPH) published by Philippine Statistics Authority (PSA). Per new definition of countryside reach: Municipalities and Cities in the countryside with DBP branches, branch-lite units, ATMs, loans, and/or NBFIs-partners.

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CONSTITUENCY	SM 4	Efficient Utilization of Corporate Budget	Total Disbursement / Total Obligations Where: Total Obligation = COB less cancelled project, less multi-year, less milestones, less savings, less retention, less unbilled contracts	5%	(Actual / Target) x Weight	N/A	75.59%	90%	90%
	SM 5	Increase Net Income After Tax (NIAT)	Net Income after taxes and provisions	10%	(Actual / Target) x Weight	P3.740 Billion	P3.89 Billion	P5.36 Billion	P5.51 Billion
		Sub-total		30%					
	SO 3	Provide quality customer experience throughout all bank channels							
	SM 6	Percentage of Satisfied Customers (external)	No. of respondents who rated DBP at least "Satisfactory" / Total no. of respondents	5%	(Actual / Target) x Weight If less than 80% = 0%	92.87%	94.10%	90%	90%
		Sub-total		5%					

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MA

	Component				Baseline Data			Target	
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INTERNAL PROCESS	SO 4	Integrate sustainability measures into the Bank's operations and processes							
	SM 7	Implementation of Sustainability Roadmap Milestone	Actual Accomplishment	10% ³	(Actual / Target) x Weight	N/A	N/A	Completion of end-2023 milestones/targets per Board-approved transition plan	Completion of 2024 milestones per Sustainability Roadmap
	SO 5	Improved Bank-wide data management, operational synchronicity and process efficiency							
	SM 8	Percentage of Loan Applications Processed within Turnaround Time (TAT)	Number of loans processed within TAT per Citizen's Charter / Total number of loans processed	5%	(Actual / Target) x Weight	87.95%	97.78%	100% loans processed within the applicable TAT	100% loans processed within the applicable TAT

³ Based on the 2024-2028 DBP Sustainability Roadmap. The composition of 10% weight is as follows: (1) 2.5% - Net zero emissions (external operations (lending) in power generation);(2) 2.5% - Doubling contributions to Sustainable Development Goals (SDGs); (3) 2.5% - Financial Inclusion, and (4) 2.5% - Governance and Culture.

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MS


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ORGANIZATION	SM 9a	Percentage of Service Availability of ATMs	Total No. of ATMs with at least 90% availability / Total No. of ATMs	(Actual / Target) x Weight	79.95% of ATMs with at least 90% service availability	67.98%	90%	90% Onsite ATMs with at least 80% availability	
	SM 9b							80% of NCR and 70% of Countryside Offsite ATMs with at least 75% availability	
		Sub-total		20%					
	SO 6	Develop motivated, competent and values-oriented development bankers							
	SM 10	Improvement in the Organizational Competency	Competency Baseline 2024 – Competency Baseline 2023	5%	(Actual / Target) x Weight	96.31% (DBP was able to improve its competency level by 1.44%)	Improvement of 0.37% from 2021 baseline	Improvement on the competency level of the organization from the 2022 baseline	Improvement on the competency level of the organization from the 2023 baseline

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MC

Component		Baseline Data			Target			
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SM 11	Implementation of ICT Projects	ICT Projects Completed / Total No. of ICT Projects	5%	(Actual / Target) x Weight	60% projects planned for 2021 were completed/implemented	Four (4) out six (6) ICT Projects were completed and implemented in 2022	100% implementation of the Projects planned for 2023 as provided in the ISSP	100% implementation of the Projects planned for 2024 as provided in the ISSP ⁴
SO 8	Deepen the DBP quality and sustainability culture							
SM 12	Integrated Management System (IMS) Certification	Actual Certification from certifying body (third-party)	5%	All or Nothing	Maintained the ISO 9001:2015 and ISO 14001:2015 Certification	Completed the First Surveillance Audit	Continuing Certification of the Bank's IMS covering core Bank processes	Continuing Certification of the Bank's IMS covering core Bank processes
	Sub-total		15%					
	Total		100%					

For GCG:


ATTY. MARIUS P. CORPUS
Chairperson

For DBP:


HON. MICHAEL O. DE JESUS
President and CEO

⁴ Based on DBP 's approved ISSP or Tactical Plan.